

52 Reasons to Celebrate Your People

JANUARY

Wk 1	● International Thank You Day Jan 11 [global]	Pick a team that kept things running in Q4. Give them recognition they probably never got during crunch time.
Wk 2	● International Mentoring Day Jan 17 [global]	Recognize unsung mentors — colleagues who invested in others without a title or mandate.
Wk 3	● International Day of Acceptance Jan 20 [global]	Spotlight ERG leaders and accessibility advocates with names, not blanket statements.
Wk 4	● National Fun at Work Day Last Fri. of Jan [fun]	Fun is a skill. Recognize the teams that brought energy and levity during a hard stretch.

FEBRUARY

Wk 5	● Black History Month / Lunar New Year Feb 1 / Feb 17 [global] [tie]	Two global reasons to recognize in the same month: Black History Month + Lunar New Year (Year of the Horse).
Wk 6	● Valentine's Day Feb 14 [fun]	In Estonia it's also 'Friend's Day.' Use it to celebrate the culture-glué colleagues.
Wk 7	● Engineering Week + Random Acts of Kindness Feb 16–22 / Feb 17 [dept] [gem] [tie]	Make engineers' invisible wins visible — and encourage the whole org to recognize someone unexpected.
Wk 8	● National Set a Good Example Day Feb 26 [global]	What better way to celebrate than recognition that spotlights positive actions, integrity, and kindness?

MARCH

Wk 9	● World Compliment Day Mar 1 [fun]	Challenge every leader to send one specific, written compliment this week. Low bar. Outsized impact.
Wk 10	● Employee Appreciation Day First Friday [global]	The Q1 anchor moment. Make it come from the top — the higher up, the harder it lands.
Wk 11	● International Women's Day Mar 8 [global]	Named recognition of women who led, mentored, and advocated. Specificity is everything here.

Wk
12

● **International Day of Happiness**
Mar 20
[\[global\]](#) [\[fun\]](#)

Recognize the team that made work genuinely enjoyable — organize lunches, send the GIFs, remember birthdays.

APRIL

Wk
13

● **National Find a Rainbow Day**
Apr 3
[\[fun\]](#)

Invite your org to reflect and call out what makes your team bright and beautiful.

Wk
14

● **Administrative Professionals Week**
Last full week
[\[dept\]](#)

If your admin team makes your leaders look good, make sure everyone knows it. Publicly.

Wk
15

● **National High-Five Day**
Third Thursday
[\[fun\]](#)

The perfect day to encourage peer recognition — make it everybody's job to close the appreciation gap.

Wk
16

● **World Day for Safety & Health at Work**
Apr 28
[\[global\]](#) [\[dept\]](#)

Safety and wellness champions deserve more than a poster on the break room wall.

MAY

Wk
17

● **Nurses Week / Healthcare Heroes**
May 6–12
[\[dept\]](#)

Healthcare workers, on-site health staff, benefits coordinators — they all count this week.

Wk
18

● **National Receptionists' Day**
Second Wed. of May
[\[dept\]](#) [\[gem\]](#)

The first face people see. The voice on the phone. A professional skill that deserves public recognition.

Wk
19

● **Mental Health Awareness Month Spotlight**
All May
[\[global\]](#)

Recognize managers who check in, employees who model boundaries, HR who made resources accessible.

Wk
20

● **International HR Day**
May 20
[\[dept\]](#) [\[gem\]](#)

HR spends enormous energy recognizing others. This week, give your people people a real pat on the back.

JUNE

Wk
21

● **National Say Something Nice Day**
Jun 1
[\[fun\]](#)

A superb chance to make recognition go viral across your organization.

Wk
22

● **National Best Friends Day**
Jun 8
[\[fun\]](#) [\[gem\]](#)

Gallup says workplace friendships are among the strongest predictors of belonging and retention.

Wk
23

● **Global Wellness Day + Pride Month**
Jun 12 / All June
[\[global\]](#) [\[tie\]](#)

Wellness Day: recognize wellbeing champions. Pride Month: celebrate ERG leaders and allies 365 days a year.

Wk
24

● **Juneteenth**
Jun 19
[\[global\]](#)

Name the people and the work building equity inside your organization — not just the day.

Wk 25	● International Friendship Day Jul 30 [global] [fun]	Is your team more connected than a year ago? Recognize whoever made that happen.
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JULY

Wk 26	● National Workaholics Day Jul 5 [fun] [gem]	A good day to appreciate hard workers — so maybe they feel good about taking a well-earned break.
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Wk 27	● National Play Day Jul 19 [fun]	One of the best ways to have a successful workplace is to encourage more play.
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Wk 28	● National All or Nothing Day Jul 26 [fun]	Is your team crushing a BHAG? Let them know with a team award for the people who go for broke.
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Wk 29	● System Administrator Appreciation Day Jul 31 [dept] [gem]	No need to file a ticket to make your Sys Admins feel appreciated. Just shout them out.
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AUGUST

Wk 30	● International Day of World's Indigenous Peoples Aug 9 [global]	Recognize ERG leaders working toward Indigenous inclusion and representation in your workplace.
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Wk 31	● National Summit Day First Saturday [fun]	Shout out your big strategic initiatives and the teams helping you scale them successfully.
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Wk 32	● World Humanitarian Day Aug 19 [global]	Recognize employees who give back. Values only mean something if the people who live them are seen.
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Wk 33	● National Just Because Day Aug 27 [fun] [gem]	Give appreciation without rhyme or reason — just because it's deserved. The stone soup of holidays.
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SEPTEMBER

Wk 34	● Labor Day First Monday [global]	It's literally a holiday about workers. Use it to say something meaningful about your people.
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Wk 35	● Truck Driver Appreciation Week Sept 14–20 [dept] [gem]	Supply chain teams, logistics, drivers — if your org touches a supply chain, this week is theirs.
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Wk 36	● IT Professionals Day + National Tradesmen Day Third Tue./Sept 19 [dept] [gem] [tie]	Tech team keeps everything running. Tradespeople build what the company depends on. Recognize both.
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Wk 37	● World Gratitude Day Sept 21 [global]	The big one. Flood recognition channels with specific, meaningful appreciation. Toolkits on Workhuman Connect.
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Wk 38	● HR Professionals Day Sept 26 [dept]	Is one HR holiday really enough? Your HR team shapes every person's experience at work.
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OCTOBER

Wk 39	● Customer Service Week + Manufacturing Day First full week / Oct 2 [dept] [tie]	Customer service and manufacturing both deserve a company-wide spotlight this week.
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Wk 40	● World Mental Health Day Oct 10 [global]	Name the behavior — proactive check-ins, normalizing mental health conversations — you want more of.
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Wk 41	● Cybersecurity Awareness Month Spotlight All October [dept] [gem]	Every time something doesn't go wrong, it's because of your security team. Celebrate invisible wins.
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Wk 42	● Boss's Day Oct 16 [fun]	Reverse the usual direction. Recognize the managers worth appreciating — publicly, and specifically.
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NOVEMBER

Wk 43	● Season of Giving Begins Nov onwards [global]	Start early. A recognition nod before the year-end sprint intensifies means everything.
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Wk 44	● International Accounting Day Nov 10 [dept] [gem]	An observance with roots to 1494. Your finance team's year-end heroics deserve a public thank you.
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Wk 45	● International Men's Day Nov 19 [global]	Celebrates the positive value men bring to the world, their families and communities.
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Wk 46	● Giving Tuesday Tues. after Thanksgiving [global]	Recognize employees who give back. Award points can be redeemed for charity. Recognition that gives twice.
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DECEMBER

Wk 47	● International Day of Persons with Disabilities Dec 3 [global]	A UN observance since 1992. Recognize advocates for accessibility and reflect on real progress made.
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Wk 48	● National Salesperson Day Second Friday [dept]	Recognize the effort, not just the outcomes. That's the recognition that sticks.
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Wk 49	● National Unity Day Second Saturday [global]	Beautiful timing for a company-wide award celebrating commitment to shared culture.
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Wk 50	● Cat Herders Day Dec 15 [fun] [gem]	Recognizes those whose job is like herding cats. A fun holiday and a great recognition prompt.
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Wk
51

● **National Thank You Note Day**
Dec 26
[global]

The perfect moment for a personal, meaningful thank you note from a leader.

Wk
52

● **Your Company's Own Story**
Your choice
[fun]

What happened this year that only your people could have made happen?
Name it.